



COVID-19 BUSINESS SAFETY

SPECIAL CONSIDERATIONS FOR PROFESSIONAL PERFORMERS



Given the ongoing community transmission of COVID-19 and the presence of the highly infectious Omicron variant, there is an ongoing need to increase safety measures to prevent COVID-19 transmission. A layered approach to prevention that includes masking indoors, full vaccination with a booster dose, if eligible, and good ventilation is essential to slowing the spread of COVID-19 at worksites and in the community.

The guidance below outlines requirements and recommendations for professional performers, and businesses or productions that employ performers, to take to ensure ongoing safety at their performance venues and worksites. This guidance does not replace any existing entertainment industry labor union agreement (such as those with professional sports leagues or performing arts) that have requirements for performers and/or players regarding masking, quarantine and isolation, and return to work. In instances where no labor union agreement exists, this guidance controls the indoor masking requirements for performers. While many of the guidelines below are recommendations, requirements are indicated by the word “must.” Please note that these guidelines are subject to change as additional pertinent information arises.

Masking

- The County [Health Officer Order](#) requires all employees who are working indoors, in a shared vehicle, or at Outdoor Mega Events (events with 5,000+ attendees) to wear a face mask at all times, except while actively eating and drinking.
- Employers must provide and require their employees who work indoors and in close contact with others to wear a well-fitting medical mask (also known as disposable, procedure, surgical, or protective masks) or a respirator (e.g., an N95 or KN95) whenever indoors at the worksite. The medical mask must have an adjustable nose-wire and be made of at least three layers of non-woven material (melt blown fabric and/or polypropylene) to meet the requirements for a “medical mask”. Because medical masks are loose fitting, employees should be educated about how to improve the mask fit to better protect themselves. They can improve the fit by knotting the ear loops and tucking in the sides (see [video](#)), or use a mask brace, or [double mask](#) (wear the medical mask UNDER a tight fitting cloth mask). Double masking is strongly encouraged as it improves both fit and filtration.
- Professional performers may remove their mask when they are performing a task that cannot feasibly be performed while wearing a mask. This exception is limited to the period of time in which such tasks are actually being performed. Masks should be worn during indoor rehearsals as much as possible or rehearsals should be moved outdoors.





COVID-19 BUSINESS SAFETY

SPECIAL CONSIDERATIONS FOR PROFESSIONAL PERFORMERS

- Performers that unmask indoors during performances must be tested regularly. Testing cadence must be as follows:
 - Performers that are up to date on their COVID-19 vaccinations (i.e., fully vaccinated and not yet eligible for a booster, or fully vaccinated and have received a booster dose) must be tested at least once weekly.
 - Performers that are not up to date on their COVID-19 vaccinations (i.e., unvaccinated, partially vaccinated, or fully vaccinated and eligible for, but have not yet received a booster dose) must be tested at least twice weekly.
- Please note that the above masking exception does not apply to people who are within 10 days of the onset of a COVID-19 infection or to people who have been exposed to someone with COVID-19 in the previous 10 days (see below for details).

Special Considerations for Professional Performers Returning to Work After Diagnosis of COVID-19 or Exposure to COVID-19 Case

Like other workers, performers must adhere to the isolation and quarantine rules of the [Health Officer Order](#) if they receive a positive test result or are identified as a close contact to a positive case. The requirements for work exclusions and returning to work for persons who have COVID-19 or are a close contact to a positive case are outlined in [Responding to COVID in the Workplace](#). In certain instances, an infected or exposed worker or performer whose COVID-19 viral test¹ collected on Day 5 or later is negative and who meets the specified isolation or quarantine criteria may be allowed by their employer to return to work on Day 6 through Day 10.² If no test is done on Day 5 or later, then the infected or exposed worker may not return to work until Day 11 if the specified isolation or quarantine criteria are met. In general, workers who are returning to work after exiting isolation early or are allowed to work after an exposure must wear a well-fitting medical mask or respirator when around others for a full 10 days after their positive test or last exposure. Persons who were exposed must monitor their health for 10 full days. If symptoms develop, they must test and stay home. If they test positive, they must follow isolation requirements at outlined in [Responding to COVID in the Workplace](#).

However, because professional performers' work tasks are unique, the following modifications to the return-to-work and exceptions to the masking requirements³ may be implemented for professional performers who have COVID-19 or who are exposed to a COVID-19 case:

¹ The test must be a COVID-19 viral test such as an antigen or NAAT/PCR test.

² For Isolation, Day 0 is your first day of symptoms or, if no symptoms, the day your positive test was taken. Day 1 is the first full day after your symptoms started developed or, if no symptoms, after your positive test was taken. For Quarantine, Day 0 is the day of your last contact (exposure) with the infected person. Day 1 is the first full day after your last exposure.

³ When actively performing at indoor live or recorded settings or events such as music, acting, or singing.





COVID-19 BUSINESS SAFETY

SPECIAL CONSIDERATIONS FOR PROFESSIONAL PERFORMERS

- Performers with COVID-19, regardless of vaccination status, previous infection, or lack of symptoms, must isolate and are excluded from the workplace. They may exit isolation after Day 5 and return to the workplace* only if they have met all the specified criteria.⁴ They may unmask to perform, only if they are tested and the result is negative on the day of and prior to any unmasked performances until Day 11.

***Note:** Employers may require their employees/contractors to complete the full 10 days of isolation before returning to in-person work.

- Performers who were exposed to COVID-19 but who are up to date on all COVID-19 vaccines (i.e., fully vaccinated and boosted or fully vaccinated but not yet booster-eligible) or who have recently recovered from COVID-19⁵ are not required to quarantine if they are asymptomatic. They may continue to work and may unmask while performing on the condition that they continue to have no symptoms and get a test on Day 5 and the result is negative.
- Performers who are subject to quarantine after they have been exposed to a person with COVID-19 may be eligible, if allowed by their employer, to return to work before Day 11 if certain criteria are met (see [quarantine order](#) for eligibility criteria). If they do not have symptoms they may unmask during performances as described below.
 - Exposed performers who are fully vaccinated and booster eligible but have not received a booster dose may continue to go to work if they get a negative viral test collected 3-5 days after their last exposure and they continue to have no symptoms. They may unmask to perform, only if they are tested and the result is negative on the day of and prior to any unmasked performances until Day 11.
 - Exposed performers who are unvaccinated or partially vaccinated must be excluded from work for at least 5 days after their last contact with a person who has COVID-19. The performer may return to the workplace after Day 5 only if symptoms are not present, and a viral test collected on Day 5 or later is negative.

Note: Employers may require their employees/contractors to complete the full 10 days of quarantine before returning to in-person work. They may unmask to perform, only if they are tested and the result is negative on the day of and prior to any unmasked performances until Day 11.

⁴ Isolation can end and employee may return to the workplace after Day 5* ONLY if all of the following criteria are met:

- A COVID-19 viral test collected on Day 5 or later is negative, and
- No fever for at least 24 hours without the use of fever-reducing medicine, and
- Other symptoms are improving

⁵ Recently recovered from COVID-19 is a person who had a positive COVID-19 viral test within the past 90 days and is no longer considered infectious (i.e., they completed the isolation period).





COVID-19 BUSINESS SAFETY

SPECIAL CONSIDERATIONS FOR PROFESSIONAL PERFORMERS

- Performers who meet these criteria should not engage in any intimate or high-exertion activities (e.g., kissing, sharing food/utensils, etc.) with others until after Day 10.
- They must continue to wear a well-fitting medical mask or respirator when around others and not performing.
- The test result must be known by the employer before any unmasked performance work begins.

Distancing

Currently, there are no COVID-related indoor occupancy limits or required physical distancing measures. However, it is recommended that unmasked performers maintain distance of 6 feet from others during the 10 days after an exposure to a person with COVID-19 to reduce the risk of COVID-19 transmission:

- Maintain social distancing, if feasible, especially in dressing rooms and backstage. Reduce or disallow backstage visitors.

Vaccination/Testing

Being up to date on COVID-19 vaccination is an important strategy to reduce the risk for individuals at a worksite. It is recommended that employers assess and record the vaccination status of all employees, including performers, to help inform the plan for testing prior to the production. Persons whose vaccination status is unknown to the employer must be treated as unvaccinated.

Ventilation and Use of Outdoor Locations

Locate as much of the production and operations outdoors, if possible. If indoors, utilize the outdoors during parts of production as much as possible.

Ventilation is crucial for indoor events.

- Maximize ventilation following [State Interim Guidance for Ventilation](#). This may include:
 - Adjusting HVAC systems to achieve 2.5-6 Air Changes Per Hour (ACH). Lower values can be used for well-ventilated rooms; ACHs of 4-6 should be used for rooms with marginal ventilation.
 - Using MERV 13 filters wherever possible.
 - Adding portable air cleaners in rooms with poor ventilation (for example, some dressing rooms).

